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Organisational Design Navigator

“Shaping
organisations
for sustainable
performance”

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— Peter Sloterdijk

“Only individuals
can be wise, organi-
sations can, at best,
be well designed.”

Organisational Design

Organisational design is a key task of leadership and a crucial leverage point for increasing the performance of modern organisations. The success factor for achieving this performance increase is the intelligent combination of efficient and effective routines with flexibility and openness for new ideas!

Decision making is guided by key processes and communication structures. As Niklas Luhmann puts it, organisational design, thus, helps to "alleviate the chaos in organised social systems, even though it cannot prevent it."

Organisational design is therefore far more than an organisational chart showing the distribution of authorities and the hierarchical decision-making structure. On top of this, it includes horizontal linkages, business processes, HR systems and infrastructure decisions.

Consistently reviewing the organisational design is as crucial for success as implementing the chosen design in daily management decisions. The design provides a framework for each leader's individual leadership style, as well as for cooperation in leadership teams – the leadership practice. Leadership and organisational design are two sides of the same coin.

Six Elements of Organisational Design to Consider



How to Develop a New Organisational Design

